

**SUMMARY OF MAJOR CHANGES TO
DoD 7000.14-R, VOLUME 7A, CHAPTER 6
“SPECIAL PAYS FOR DENTAL OFFICERS”**

All changes denoted by blue font

Substantive revisions are denoted by a ★ preceding the section, paragraph, table, or figure that includes the revision

Hyperlinks are denoted by *underlined, bold, italic, blue font*

PARA	EXPLANATION OF CHANGE/REVISION	PURPOSE
All	This chapter has been reworded and reformatted for clarity. Revised and added references, as well as eliminated duplicate references.	Revision

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CHAPTER 6

SPECIAL PAYS FOR DENTAL OFFICERS★0601 GENERAL PROVISIONS

060101. Dental Corps Officer. A dental corps officer is an officer of the Dental Corps of the Army or Navy or an officer of the Air Force, designated as a dental officer, who is on active duty under a call or order to active duty for a period of not less than 1 year.

060102. Creditable Service. For purposes of this chapter, creditable service of an officer is computed by adding:

A. All periods which the officer spent in dental internship or residency training during which the officer was not on active duty.

B. All periods of active service in the Dental Corps of the Army or Navy, as an officer of the Air Force designated as a dental officer, or as a dental officer of the Public Health Service.

★0602 ACCESSION BONUS

060201. Authorization. The Secretary of the Military Department concerned (or designee) may pay an individual a Dental Officer Accession Bonus, who executes a written agreement to serve on active duty for a period of not less than 4 years, which is accepted by the Secretary of the Military Department concerned (or designee). The agreement will provide that, consistent with the needs of the Armed Service concerned, the person executing the agreement will be assigned to duty, for the period of obligated service covered by the agreement, as an officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer.

060202. Amount. The Secretary of the Military Department concerned (or designee) may award an accession bonus to an eligible individual in an amount not to exceed \$75,000. Eligible individuals who sign a written agreement, on or after October 1, 2008, to serve on Active Duty in exchange for receiving the accession bonus, are authorized to receive the bonus.

060203. Limitation on Eligibility. A person may not be paid a bonus under subparagraph 060201 if:

A. The person, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the Department of Defense (DoD) to pursue a course of study in dentistry; or

B. The Secretary of the Military Department concerned (or designee) determines that the person is not qualified to become and remain certified and licensed as a dentist.

060204. Termination of Authority. No agreement entered into under this authority may be entered into after December 31, 2009.

★0603 CRITICAL WARTIME SKILLS ACCESSION BONUS

060301. Eligibility. In order to be eligible for a bonus under this section, a person must:

A. Be a graduate of an accredited dental school in a dental specialty listed on Table 6-1.

B. Execute a written agreement to accept a commission as an officer of the Dental Corps of the Army or the Navy, or as an Air Force officer designated as a dental officer, to serve on active duty for a period of not less than 4 consecutive years.

060302. Amount. The Secretary of the Military Department concerned (or designee) upon acceptance of the written agreement, may pay an accession bonus to an eligible person in an amount as specified in Table 6-1 for a 4-year obligation in accordance with his/her specialty.

060303. Limitation. A person may not be paid a bonus under this section if:

A. The person, in exchange for an agreement to accept an appointment as an officer, received financial assistance from the DoD to pursue a course of study in dentistry; or

B. The Secretary of the Military Department concerned (or designee) determines that the person is not qualified to become and remain certified as a dentist in a specialty designated by regulations as a critically short wartime specialty.

060304. Coordination With Other Accession Bonus Authority. A person eligible to execute an agreement under either sections 0602 and 0603 will elect under which authority to execute the agreement. A person may not execute an agreement under both sections 0602 and 0603.

060305. Termination of Authority. No agreement under this section may be entered into after December 31, 2009.

★0604 INCENTIVE SPECIAL PAY (ISP)

060401. Eligibility. In order to be eligible for Incentive Special Pay (ISP) under this section, a person must be a Dental Corps Officer who is an oral and maxillofacial surgeon, who:

- A. Is below the grade of O-7;
- B. Has a current, valid, and unrestricted license or approved waiver;
- C. Has completed specialty qualification before October 1, 2008 (except for cases listed subparagraph 060404); and
- D. Executes a written agreement to remain on active duty for a period of not less than 1 year beginning on the date the officer accepts the award of ISP.

NOTE: Subject to acceptance by the Secretary of the Military Department concerned (or designee) a dental officer must be currently credentialed and privileged at a military treatment facility in oral and maxillofacial surgery.

060402. Amount. Annual ISP payments for contracts beginning on or after October 1, 2008 will be in the amount of \$30,000.

060403. Exception. The Secretary of the Military Department concerned (or designee) may approve recommendations for ISP payments to fully qualified oral and maxillofacial surgeons assigned to positions requiring a substantial portion of time performing military-unique duties under adverse conditions or in remote outside the continental United States locations or that preclude the ability to spend appropriate time in a clinical setting.

060404. Limitations. ISP will not be paid during the same fiscal year in which the qualifying residency training is completed. If the qualifying training is completed out of cycle (at a time prior to the end of June), and it is not the fault of the officer, then the Surgeons General are delegated the authority to waive the DoD policy and grant ISP during the same fiscal year in which the qualifying residency is completed. The effective date for ISP will be calculated from the completion of the qualifying training plus 3 months. This keeps all dental officers eligible for ISP consistent with respect to how their eligibility date is calculated.

★0605 VARIABLE SPECIAL PAY (VSP)

060501. Eligibility. An officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer, on active duty under a call or order to active duty for a period of not less than one year is entitled to Variable Special Pay (VSP). The officer must possess a current, valid, and unrestricted license or approved waiver.

060502. Rates Payable. The monthly VSP rates are contained in Table 6-2.

★0606 ADDITIONAL SPECIAL PAY (ASP)

060601. Eligibility. An officer entitled to VSP, as defined in paragraph 060501, is entitled to Additional Special Pay (ASP) when the officer executes a written agreement to remain on active duty for a period of not less than 1 year, beginning on the date the officer accepts the award of ASP.

060602. Rates. The ASP rates contained in Table 6-3 and are paid annually at the beginning of the 12-month period for which the officer is entitled to such payment.

060603. References

- A. Army: DA Msg 061843Z Aug 86
- B. Navy: [SECNAVINST 7220.61G](#)
- C. Air Force: [AFI 41-109](#)

060604. Special Provisions. Subject to acceptance by the Secretary of the Military Department concerned (or designee) a dental officer with an existing ASP service agreement may terminate that ASP agreement on or after the anniversary of his/her creditable service date to enter into a new 1-year ASP service agreement, if the new agreement results in a higher ASP rate due to the number of years served.

★0607 BOARD CERTIFICATION PAY (BCP)

060701. Eligibility. An officer entitled to VSP, as defined in paragraph 060501, who is board certified is entitled to Board Certification Pay (BCP). BCP will be paid monthly.

060702. Rates Payable. The monthly BCP rates are contained in Table 6-4.

★0608 DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

★ 060801. Authorization. Dental Corps officers with a current, valid, and unrestricted license or approved waiver will be paid at the rates indicated for their specialty listed in Table 6-5 upon acceptance of the written agreement by the Secretary of the Military Department concerned (or designee). The amounts listed in Table 6-6 represent annual bonus payments to be paid on the anniversary date of the agreement.

060802. References

- A. Army: DA Msg 061843Z Aug 86
- B. Navy: [SECNAVINST 7220.61G](#)
- C. Air Force: [AFI 41-109](#)

★ 060803. Eligibility Criteria. Eligibility criteria is satisfied by an officer of the Dental Corps of the Army or the Navy or an officer of the Air Force designated as a dental officer who:

- ★ A. Is below the pay grade of 0-7.

- ★ B. Has a current, valid, and unrestricted license or approved waiver.
- C. Has at least 8 years of creditable service or has completed any active duty service commitment incurred for dental education and training.
- D. Has completed initial residency training or will complete such training before September 30 of the fiscal year in which the officer enters into an agreement.
- ★ E. Executes a written agreement to remain on active duty for 2, 3, or 4 years that is accepted by the Secretary of the Military Department concerned (or designee).
- ★ F. Has at least one of the Dental Specialties listed in Table 6-5.

★NOTE: Based on Service-unique requirements, the Secretary of the Military Department concerned (or designee) may decline to offer a DOMRB to any eligible specialty or restrict the length of a DOMRB contract for a specialty to less than 4 years.

- ★ 060804. Special Provisions. Subject to acceptance by the Secretary of the Military Department concerned (or designee) a dental officer with an existing Dental Officer Multiyear Retention Bonus (DOMRB) service agreement may terminate that agreement to enter into a new DOMRB service agreement at the annual rate in effect at the time of the execution of the new agreement. The length of the new DOMRB agreement period must be equal to or longer than the original obligation period specified in the DOMRB agreement being terminated. Any unearned portion of the terminated agreement will be recouped.

★0609 SPECIAL CONDITIONS

060901. Termination. The Secretary of the Military Department concerned (or designee) will prescribe regulations to terminate an officer's entitlement to ASP, DOMRB, and ISP. Reasons for termination may include, but are not necessarily limited to, the following:

- A. Loss of privileges;
- B. Courts martial convictions;
- C. Violations of the Uniform Code of Military Justice;
- D. Failure to maintain a current unrestricted license; or
- E. Reasons that are in the best interest of the Military Department concerned.

NOTE: If the entitlement to ASP, DOMRB, and ISP is terminated, then the officer will be paid, on a pro-rata basis, the portion served up to the official date of the ruling of the adverse action that is the reason for termination.

060902. Repayment. A person who, after executing an agreement under this chapter, is not commissioned as an officer of the Armed Forces, does not become licensed as a dentist or does not complete the period of active duty specified in the agreement will be subject to the repayment provisions of 37 U.S.C. 303a(e) and the PDUSD (P&R) May 21, 2008 memorandum “Repayment of Unearned Portions of Bonuses, Special Pay and Education Benefits or Stipends.” The regulations regarding repayment will be stipulated in the written agreement.

060903. Bankruptcy. A discharge in bankruptcy under Title 11, U.S.C. will not release a person from an obligation to reimburse the United States required under the terms of an agreement for receipt of ASP, DOMRB, and ISP, if the final decree of the discharge in bankruptcy was issued within a period of 5 years after the last day of a period which such person had agreed to serve on active duty. This paragraph applies to a discharge in bankruptcy in any proceeding that begins after September 30, 1985.

★0610 SPECIAL PAY FOR ACTIVE DUTY OF RESERVE DENTAL OFFICERS

061001. Entitlement. A Reserve dental officer under a call or order to active duty for less than 1 year is entitled to special pay at the monthly rate of \$350 a month for each month of active duty, including active duty in the form of annual training, active duty for training, and active duty for special work. The amount will be prorated for periods less than 1 month.

061002. Other Entitlements. A Reserve dental officer serving on active duty under conditions prescribed in 37 U.S.C. 302f(b) are entitled to VSP, ASP, and BCP at the rates specified in sections 0605, 0606 and 0607. Payments will be made monthly, and amounts will be prorated for periods less than 1 month. Reserve dental officers receiving ASP under the provisions of 37 U.S.C. 302f(b) are not required to execute a written agreement to remain on active duty for at least 1 year.

061003. Limitations. National Guard and Reserve oral and maxillofacial surgeons who are serving on active duty under the provisions of 37 U.S.C. 302f(b) and have a current, valid, and unrestricted license or approved waiver, are eligible to receive ISP at the rate stated in section 0604.

A. Payments will be paid monthly, and amounts will be prorated for periods less than 1 month.

B. Oral and maxillofacial surgeons receiving ISP under the provisions of 37 U.S.C. 302f(b), are not required to execute a written agreement to remain on active duty for at least 1 year.

C. Oral and maxillofacial surgeons receiving ISP under the provisions of 37 U.S.C. 302f(b), are not entitled to special pay under the authority of section 0610.

CRITICAL WARTIME SKILLS ACCESSION BONUS	
Dental Specialties	Bonus Amount
Oral and Maxillofacial Surgery	\$275,000
Comprehensive Dentistry	\$225,000
Endodontics	\$225,000
Prosthodontics	\$225,000

★ **Table 6-1. Critical Wartime Skills Accession Bonus**

VARIABLE SPECIAL PAY (VSP) FOR DENTAL OFFICERS		
R U L E	A	B
	If the officer	then the monthly rate payable is
1	is an intern or has less than 3 years of creditable service	\$250.00
2	has 3 but less than 6 years of creditable service and is not an intern	\$583.33
3	has 6 but less than 8 years of creditable service	\$583.33
4	has 8 but less than 12 years of creditable service	\$1,000.00
5	has 12 but less than 14 years of creditable service	\$833.33
6	has 14 but less than 18 years of creditable service	\$750.00
7	has 18 or more years of creditable years	\$666.66
8	is serving in a pay grade above 0-6, regardless of the years of creditable service	\$583.33

★ **Table 6-2. Variable Special Pay (VSP) for Dental Officers**

ADDITIONAL SPECIAL PAY (ASP) FOR DENTAL OFFICERS		
R U L E	A	B
	If eligible under paragraph 060601, a dental officer with	then the rates payable for each 12 month period is
1	less than 3 years of creditable service	★\$10,000.00
2	at least 3, but less than 10 years of creditable service	★\$12,000.00
3	at least 10 or more years of creditable service	\$15,000.00

NOTE: Amount increased April 24, 2008.

★ **Table 6-3. Additional Special Pay (ASP) for Dental Officers**

BOARD CERTIFICATION PAY (BCP) FOR DENTAL OFFICERS		
R U L E	A	B
	If the officer has	then the monthly rate payable is
	1 less than 10 years of creditable service	\$208.33
	2 10 but less than 12 years of creditable service	\$291.66
3	12 but less than 14 years of creditable service	\$333.33
4	14 but less than 18 years of creditable service	\$416.66
5	18 or more years of creditable service	\$500.00

★ Table 6-4. Board Certification Pay (BCP) for Dental Officers

FY 2008 DENTAL OFFICER MULTIYEAR RETENTION BONUS PAY LEVELS	
Eligible Specialties	FY 2008 Level
Oral-maxillofacial surgeons	1
Comprehensive/operative dentistry	1
Endodontics	2
Prosthodontics	2
Orthodontics	2
Oral Pathology/Oral Diagnosis/Oral Medicine	2
Pediatric Dentistry	2
Periodontics	2
Public Health Dentistry	2
Temporomandibular Dysfunction (TMD)	2
Dental Research	2
Exodontia (Advanced Clinical Practice - ACP)	4
Endodontics (ACP)	4
General Dentistry (ACP)	4
Periodontics (ACP)	4
Prosthodontics (ACP)	4

★ Table 6-5. Dental Officer Multiyear Retention Bonus (DOMRB) Levels

FY 2008 DENTAL OFFICER MULTIYEAR RETENTION BONUS PAY RATES				
Length of Agreement	Level 1	Level 2	Level 3	Level 4
4 Years	\$50,000	\$40,000	\$35,000	\$25,000
3 Years	\$38,000	\$30,000	\$27,000	\$19,000
2 Years	\$25,000	\$20,000	\$18,000	\$13,000

NOTE: Amount increased in Fiscal Year 2008.

★ Table 6-6. Dental Officer Multiyear Retention Bonus (DOMRB) Pay Rates

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060103	37 U.S.C. 302b(c)

★ 0602 - ACCESSION BONUS

37 U.S.C. 302h

★ 0603 - CRITICAL WARTIME SKILLS ACCESSION BONUS

37 U.S.C. 302l
ASD(HA) Memo, October 15, 2007

★ 0604 - INCENTIVE SPECIAL PAY (ISP)

37 U.S.C. 302b(a)(6)
ASD(HA) Memo, August 28, 2007

★ 0605 - VARIABLE SPECIAL PAY (VSP)

37 U.S.C. 302b(a)(2)
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★ 0606 - ADDITIONAL SPECIAL PAY (ASP)

37 U.S.C. 302b(a)(4)
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★ 0607 - BOARD CERTIFICATION PAY (BCP)

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★ 0608 - DENTAL OFFICER MULTIYEAR RETENTION BONUS (DOMRB)

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★ 0609 – SPECIAL CONDITIONS

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060902	37 U.S.C. 302b(e) OUSD(P&R) Memo, May 21, 2008 ASD(HA) Memo, August 28, 2007
060903	ASD(HA) Memo, August 28, 2007

★ 0610 - SPECIAL PAY FOR RESERVE DENTAL OFFICERS

37 U.S.C. 302b(g)
ASD(HA) Memo, August 28, 2007

★	Table 6-1	37 U.S.C. 301e ASD(HA) Memo, October 15, 2007
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★	Table 6-3	37 U.S.C. 301e ASD(HA) Memo, August 28, 2007
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★	Table 6-4	37 U.S.C. 302b(a)(6) ASD(HA) Memo, April 24, 2008
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★	Table 6-5	37 U.S.C. 302b(a)(5) ASD(HA) Memo, August 28, 2007
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★	Table 6-6	37 U.S.C. 302l ASD(HA) Memo, August 28, 2007
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